

Civil Service Charter Amendment

BACKGROUND

In November the citizens will vote to change the Charter (e.g. Constitution) of the City of Memphis, Tennessee. If approved by a majority of voters the civil service commission would change as follows:

1. Increase the number of civil service commission members,
2. Give the ability to make Administrative updates to civil service hearing process and procedures, and
3. Allow the Director of Personnel to consider performance as a measure for personnel evaluations.

MAIN REASONS TO VOTE YES

1. Better People means Better Service. This amendment allows us to take care of the good employees.
 - We have some really good employees in the government. The problem is it's hard to retain them. Right now if you want to give a raise to a government worker, everyone gets the same amount. No matter how well they do their job. With these changes we can do more to take care of the people that work harder.
 - These changes allow us to take care of the good employees that take their job seriously and truly do a good job.
2. Stop rewarding bad behavior.
 - Currently if an employee faces criminal charges, they can place their civil service matter in abeyance and receive back wages. This leads to lengthy and expensive continuances. This amendment puts an end to that. Employees would still be able place a matter in abeyance during criminal proceedings, but would no longer receive back wages during this time.
3. We need to make faster better decisions when dealing with employees.
 - It could take months for the current board to make decisions or hold employee hearings. A simple fix of changing the civil service board structure will make a big difference.
 - There are currently no procedural rules in place for conducting evidentiary hearings. The Commission should be allowed to adopt procedural rules which would govern the proceedings and get more cases resolved faster, creating better outcomes for both the city and the employees. This amendment allows for those procedures to be established.